

Family and Medical Leave Act (FMLA)



Course Number: NC 122
Cost Per Person: No Charge/Participating Agency,
\$42/Non-Participating
Eligibility: Supervisors and HR staff
Instructor: PDS
Length:

Location: Des Moines, Hoover State Office
Building, Level A

Scheduled Sessions:

COMING SOON! This course will be available through On-Demand at no charge for participating State agencies on 10/1/16. Contact your training liaison to have the course information e-mailed to you. At the completion of the course, email your completed certificate to PDS@iowa.gov. The course will then be added to your training history.

Overview:

The Family and Medical Leave Act (FMLA) was passed in 1993 and expanded in 2008. Of all federal employment laws, employees are aware of the basic requirements of FMLA but may not realize that the law provides employers with various options on how to administer FMLA. It is essential for all supervisors, in addition to the Human Resources staff, to understand how to comply with FMLA and with its own FMLA policy. This course will provide you with the information you need to answer your questions regarding the FMLA and provide you with the understanding of this law's impact on the workplace.

Objectives:

- State what FMLA is
- Cite basic provisions of the law and the State's FMLA policy
- Understand employer coverage and employee eligibility
- Avoid actions prohibited by the law